

## Pound in yor pocket, agai <br> by samuel brittan


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## Ladbroke's Leisure can provide an apt winner





## SALERCOAT

BY ANTONY THORNCROFT
$£ 2,400$ for Lambeth Delft

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## Champagne-is it too expensive? <br> EDMLUN PENNING-ROWSELL <br> WINE




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## Henry Moore photographed

by WILLIAM PACKER




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tulos Ensemble by max loppert

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Guildford
Philharmonic＇s
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## International ArbitrageTrader

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Legal notices


## EUROPEAN NEWS

## Brezhnev attack on NATO plan to

 boost arms spendingby david satter
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## EUROPEAN NEWS

Poll violence seen as boost to Turkish Opposition campaign

Austrian Minister quits over arms deal

BY DOMRHCK $\perp$ COYE.













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Suarez poll doubts grow


#### Abstract

by roger matthews    ng to win its predicted' smas        


## taly political pact likely



Norway moves to protect workers By Fay Gjester OSLO, May 30. A NEW LaW givins Norwe
gitan workerre grater protec


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Tempering ideology with pragmatism


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| Banque Bruxelles Lambert S.A. | Europartners Securties Corporation | PKbanken - . ${ }^{\text {a }}$ |
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#### Abstract



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Libya recalls envoy


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## Execution in Namibia



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Goa to the polls

Arrests follow coup attempt in Angola purge spreads

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## WORLD TRADE NEWS



## CONTRACTS AND TENDERS

## SALE BY TENDER

Assets of Provincial Refining Company Limited

Sealed tenders marked "DO NOT OPEN-TENDER-Provincia Refining Company Limited" will be received by the undersigned until 3:00 p.m. (Local Toronto time) on he 15thdayofSeptember, 1977,fo he following assets of the above company.
TheCome-by-ChanceRefinery and offsite facilities located at Come by-Chance; Placentia Bay, New foundland, Canada. The design capacity of the refinery is 105,000 BPSD based on design cases fo Kuwait and Light Iranian Crude.

## Process Units and Design Capacities

 105,000 BPSD Crude/Vacuum distillation unit18,000 BPSD Visbreaking* unit 26,700 BPSD Platforming* unit (Catalytic Reformer)
18,800 BPSD Distillate Hydrobon* unit (Hydrotreater)
35,000 BPSD Distillate: Isomax unit (Hydrocracker)
19,800 BPSD Naphtha Hydrobon* unit (Hydrotreater),

- 66 million scfd Hydrogen plant 6,300 BPSD Light Straight Ruị (LSR) Merox ${ }^{\text {c }}$ unit (extraction and sweetening)
14,200 BPSD Kerosene Merox* unit (sweetening)
- Light ends recovery and treating unit - 22 million scfd amine regeneration unit
- 200 LT/D Sulphur recovery unit Related Facilities, including: - complete utilities plant
- tankage
- ćrude and product pipelines



## pollution control system with: - API separator

- effluent biological treatment - 200 foot waste-gas flare stack - warehouse and spare parts - suitably furnished office building - central control room


## - laboratory

- accommodation facilities consisting


## - motel units

bunkhouse campsite - machine shop

- fire and ambulance building

The use of port facilities comprising a tanker jetty and material handling jetty is subject to negotiation with theil access to the rewinery. There is Canadian National system.
Tenders mist be accompanied by a deposit in the form of a certified cheque, letter of credit, bank draftor bond of one per cent (1\%) of the fundable if the tender is not accepted. Details of the procedure for
tender and theterms and conditions of sale may be obtained from the undersigned.
The highest or any tender shall not necessarily! be accepted and the right to reject any and all tenders is reserved.
The refinery was started up in December, 1973, shut down in Febru ary, 1976 and is now mothballed in accordance with advice from expe-
rienced operations personinel of The British Petroleum Co. Ltd: Appointments for inspection of the assets maty be arranged by contacting MF.PaulA:Hayesat (416) 863-3603 or Mr. Gary F. Coltera (416) 863-3453 or telex Veritatem no. 06-217692

## PEAT MARWICK LIMITED

Receiver and Manager-Provincial Refining Company Limited P.O. Box 31, Commerce Court West Canada

## Romania may build up to fifty BAC 1-11 airliners <br> R

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 against terrorism


## Levy on excess profits



Pay deal paperchas 'could destroy jobs and fuel inflation'








Go-ahead recommended for Shell/Esso plan





## Hint of extra EEC

 aid for province

School dinner overheads over twice cost of food
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## BUSINESS AMD INVESTMENT OPPORTUNITIES



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The Minancial Times Tuescepraay 31107

## 路 BP plans tarther

## Sunderland Shipbuilders wins 550 m . liner order

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## Cabinet will not find more <br> cash for London commuters



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## World Value of the Pound

## Thomas

Cook Bankers
Thomas Cook Travellers Cheques ie accepted name for money. Worldwide.


## Britain

 sells coal gas plant to U.S.By Dayid Fishlock
Science Edtor







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## We've expanded again!

Libyal (the unique Libyani Arab Airlines Service to and from Libya) offers an important addition to its London-Libya service. There are now two extra flightseach week, London - Rome Benghazi with the option of getting on or off at Rome. Here are the details:-
Tuesdays and Thursdays (all local times).

Midare are excellent onward services from Libya to the


## A FINANCIALTIMES SURVEY FRANCE <br> JUNE 271977



## FINANCIALTIMES

EUROPE'S BUSINESS NEWSPAPER

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\section*{( Windir NEMS <br> Helicopter men caytious on bid to end strike <br> 



## Peace plan ends power strike

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Dockers reject blacking call from Port Talbot


Union urged to organise women homeworkers



To appreciate why Bruce Pearce owns a Fiat 132, it is necessary to drive one:

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## The Management Page

The relevance of added value to industry and the nation, and two bonus schemes based on the concept, are analysed by Sue Cameron.

## Adding value to Britain

the detain al colour
repares


'it gives employees a much greater understanding of how a business works'.

## THE Harris and Sbeldion gronp, which is based in utriden irst set up an added value bonus scheme in 1967 , in one one or iis liftmakiog companies. To-day similar schemes. and 'Scott gues amp Anneler luggzge 耳awnis and Sheldon The. activities of  value pay schemes are operated on a plane pant base. :Theplant   the engineering and 40 per cent. Sometimes

## Whisky $£ 2-90$ alitre.

 Is this a good buy?

only indirectly linked indo the scheme-they are paid a bonus
that that is based on a productivity index.
Another difference is thal the shop floor workers' per-
centage of any increase in added value is nol shared with the centage of any increase in added value is nol shared with the
company kui par of in is put inlo $a$ reserve fund every
mont company, Bul parl of in is put inlo a reserve fund every
month. This is because lonice Plating is a jobbing company
and buslaess fuctates considerably from one month to the
 A Surn proildes some insuranee against slacker periods. ments is usually shared out on a per capita basis. At Ionic
Plating. on the other band, each ind inidual's sbare of the
added value lncrease is related to his or ber baile rate of added value Increase is related to his or ber basle rale of
pay, excluding overtime. Mascu Junine W Wmne, secretary, to all the Jonic Plating
consultative councils, says hat in a good month a worker consultative councils, says that in a sood mooth a workers
added draue bonus can be as high as f3s. She adds that one
of the areatest benefits of the scheme has bren the number


Can the smaluer company afford to supplement the new state scheme, without stretching its administrative and financial resources in the unpredictable future?

Bempromising yes. pension plan, ours would alnost certainiy be it. For a start, the participating company pays into the plan only as much as it can afford, and enjoys the

Uniderbur plan, the burden of administrative and trustee responsibilities is assumed free of charge by a
subsidiary of MGM Assurance, formed expressly for the purpose. Documentalion consists of a single

The plan off
The plan offers maximum advantage to individual competitive, and this ensures maximum contr

The benefits are also highly flexible, whether at
etrement or on death.
hiche name of the plan is 'Design for Retirement' esigned with because the package has been carefully For further information, see your financial adviser ing Denis Dibben. Technical Sales Manager, o post the coupon at our expense.

Freepost, Worthing, West Sussex BN . $\frac{\text { (No stamp ts nleeded) }}{\text { lease send me further detais n } \text { fynur } \cdot \text { Design for }}$ Please send me further
Retirement Pension Plan.

MGMASSURANCE



Tuesday May 31 1977


# Westland the name for somuch 

Helicopters Westand Lynx, Sea King and Commando are in full production for NATO countries and the armed forces of the world Lynx, designed by Westland and built with European collaboration, is the world's fastest helicopter with a hingeless rotor system.


Hovercraft British Hovercraft Coriopration hovercraft have carried 17 million passengers and completed 300,000 hours of operation in 50 countries. The SR. N4 Mk. 3, now in production, is the largest passenger hovercraft in the world and will carry up to 60 cars and 416 passengers across the Channel in half an hour.

Systems Engineering Normalai-Garrett is the European leader in environmental control, hydraulic, pneumatic, life support and electrical systems for aircraft, submarines and fighting vehicles.
Experimental \&Electronic Laboratories and F.PT. Industries Limited are specialists in the design, testing and manufacture of emergency flotation equipment and crashproof fuel systems for the aerospace industry.

## The next generation of airlindrs

No aircraftoperator needs reminding ofthe consequences of engine breakdowns. The cost of repairing or replacing aero turbine units can be formidable, sending budgets sky high and eating into precious operating capital.

Ournew Aero-Engine Mechanical Brealkdown Policies have been specially designed to meet the growingneed for insurance protection against these expensive losses.

They form a unique insurance package that for a surprisingly small outlay will pay for damages arising from mechanical failures, eliminate the need to set-up loss reserves and help to preserve your operating capital

Contact Leslie Spink, at the address below, for further details. And let Lowndes Lambert worryababout your engine

## breakdowns in future <br> Lowndes cambert Group Aero-Engine Breakdown Policy

LowndesLambertGroupL Ldd.InternationalInsuranceBrokers Amémber of the Hill Samuel Group

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-SEAPOWIR-ELECTRONICS - SERVICE

For many nations, lsrael Aircraft Industries meets a wide range of needs for civil and miliseapower electronics and services.
In the air, from our new Mach 2.3+ KFIR C -2 interceptor-fighter-bomber to our mission adaptableA rava STOL transport, IAI Offers you command of the skies. Our 1124 Westwind business jet, with its 3000 mile range, is also available as a long range patrol and military VIPtransport
At sea, we have three versatile patrol and combat vessels ranging in size from 10 m (32.8ft) to $21.6 \mathrm{~m}(71 \mathrm{ft})$

Our Gabriel ship-to-ship weapon system roved is the main armament of war, and is the mair
DVORA patrol boat.
In electronics, IA1's expanding technologies include airbome, shipboard and surveillance radars, UHF transceivers, military field computers, CRT displayterminals and the spectrum of components necessary to build them.

See us at Le Bourget 2.6-12.6
Our Bedek service division, one of the world's largest, provides complete aircraft, and repair Our product support and training programs extend to staffing implementation of management systems and on-going publishing of maintenance, repair and modification manuals
This support has eamed for us an enviable reputation for reliability.
And our wide range of products-from ballistichermetsand light armored reconnaissance vehicles to advanced technology hydraulics and tactical secunity systems--has insured our reputation for versatility. Nowhere else will solutions to both civil and deferse proboven Low cost practical solutions off problems. designed to your specification. Make the IA pavilion an important stop at Le Bourget.

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# The Lockheed Hercules. It's brought more help to more people than any other aircraft. 



Helping earthquake victims, most recently in Romania and Turkey.
Hercules is the airlifter that goes where trucks can't, that helps countries carve out roads and farms from sandy, mountainous and jungle wilderness. All the rugged Hercules needs is a strip of dirt, sand or gravel to land on. Then its huge rear doors open and trucks and other country-building cargo roll down its low ramp without the need of sophisticated ground-handling equipment.


Helping countries build up remote regions. More than. 40 countries use Hercules.


But helping countries build themselves is only one way Hercules serves the world. When disaster strikes-famine, flood or earthquake-Hercules gets there fast amidst the rubble with medicine, food and-other supplies.

Hercules the country-builder is also Hercules the mercy mission airlifter. It's one thing more than 40 nations agree on.

## Building airlifters that can go where others cant. One of the technological achievements of the $\mathbf{5 5 , 0 0 0}$ workers at Lockheed.

is to increase the power of both material and manpower resources without adding to the cost of either"...

The flexibility which the air-to-air refuelling systems developed by
$\xrightarrow{\sim}$ 2a?
bring to the strategic and
tactical use of air power
in our opinion makes
a significant contribution to this raim.

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At Mach 2.3 at 42.000 feet the F-16
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## New demands face engine designers




Roll-R-Ryce RB-211 turbofans hate takeof thrust ranging from 32,000 to 53,000 Ibs. The RR-211-524, seen and. General Electric of the 6,652 feet altitude, wiben it fook Commercial Products. Division. current aeroengine sceoe. The
U.S., who have founted CFM off at 3 gross weigbt of 840.000 the sound .produced by gir- first is that it is the engine



A now name which unites
BRMMSH AIRCRAFT CORPORATION HAWKER SIDDELEY AVIATION HAWKER SIDDELEY DYNAMICS
SCOTTISH AVIATION

# Concorde fights for its rights 

The Anglo-French Conconde supersonic airiner has been pin service with British Airwais and Air France
 passenger acceptance has also been good, unith load factor on the transitlantic route running at high levels.







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Dulles, will do more than any

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 tion of the U.K. and Aero- significantly, to lease : Com seemis likels that this seco




## See what's happening around Paris! E-2C Hawkeye.

Hawkeye carries no armament but that in no way lessens its vital role in:a nation's defense.

The now internationaliy fecognized E-2C Arborne Werning and Controd tedfabiol ities represent the lafest adiances in an operationally proven sirveillance system







## Airline industry at a watershed

Emery Air Freight now has a fleet of more than 15 aircraft, ranging from DC 8
jets, such as this chartered aircraft seen above, doun to small Beech I8s. Between



## Freight traffic on the increase

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JANE'S
All THE WORLD'S AIRCRAFT 1977-78

Edited by John WR Taylor


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## We fly in most parts of the world.

Wherever you go, these days--from America to Argentina, Africa.to. to find a Shore the East-you're Hable trade in one. livery or another. In Mexico, for instance, our Skyvan
light STOL transports era involved. in the estabishmentof new eir
links to remotely communities; in Greate tourists to the Aagean Islands; in Alaska, tridonesia, and the A
Gulf, they support oilldilling operations; in Singapore and Japan they fly search-and-rescue
missions; in tha USA they operat scheduled freight services; the King of Nepal has one in his personal Fight, the Sultan of Oman's Air Force ordered sixteen for tactical supp. fly them, too.

And then there's our new SD3-30the world's first wide-boidied commattar commuter passengers with the kind of and amenities which bitherto they only enjoipied in the larger jats. The SD3-30 is now flying scheduled passenger service in the uSA, Canada and Germany. It's conimuter airplane for service finto the late $1980^{\prime} \mathrm{s}$.

## SHORTS <br> Belfastand London

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## If you accept the fact that the ground soldier must have effective close air support...



## youare not going to do it with a fast mover...



## nor with aircraft highly vulnerable to AAA fire.



## Soviet plan for expansion

Modernisation should help Italy

ITALYS AEROSPACE industry
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Rinaldo. Piaggio, Chairman of
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Tornado's hignly
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tect whlch, for Italv's jeros





 Involvement . project goes furthar into the design, the Agusta 100. future: However, Aeritalis and number of Itailian comp
the Italian aeroppace industy are also active in avonice








## Optimism returns in the U.S.





## Baeing is currently competing u;ith otherl:S. wide-body jet manufacturers for the V.S.A.F.s Advanced Tanker Transport Aircraft contract

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 sald onee again the oeed for initial research and avelop
Italian Industry to secure mient stage.

## TELSPACE

european leader in the field of sateute
COMMUNTCATIONS EARTH STATTONS


## We fly with some of the biggest names in the business.

Apart from our own aircraft, of course, we do quite a bit of "flying": in co-operation with other:aerospace manufacturers.
For example, as risk-shaning partners with Fokker-VFW we design and build the wings for the highly ul F, 28 Fellowship.
over 500 re's jet-engine podding. We've already poddied currently working engines for Rolls-Royce anid are Boeing 747 and th the new Dash 524 version for the The M45H and the Lockneed TriStar. by us.
bus.
We make a whole range of flight and structural components for TriStar, too. And we make the undercarriage doors (14 per airciraft set) for
all the Jumbo-jets produced at Seatte. all the Jumbo-jets producied at Seattlein fact, this year we won a special Boeing award
for the."outstanding quality" of thesé precision-built components. It's that sort of performance which keeps us flying. with some of the biggest names in aerospace.

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AEROSPACE X

## French uncertainty


 With its miorale boosted by twi
recent ipees of good news. but
nonetheless.







## Dutch want greater European links

## Germans stress the 'two-way street'



## Swedish decisions needed



## AFRROSPACE XII

## Helicopters earn their keep









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The Sikorsky 76. Tomorrow's helicopter is in the air today. It's flying:

- With the most advanced technology in the commercial mafkefface today.
- With unmatched productivity for its class.
- With unprecedented cost savings and return on investment
- With twin-turbine reliability, full IFR capability remarkabè fíd efficiency
- With first-class comfort you and your customersexpect; and win wishyoutalwayshad

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## AEROSPACE XIII

## Putting space to work

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## The business aircraft





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## Philips.In aviation <br> from the ground up!

And that's no idle boast We've coinbined companies an amber of specialist coordinated partnershio called

## We can

taxying, take-off and leanding. Navigational aids such as ILS: DME; VÓR and radió altimeters. Equipment for air and griaund
communications, ATC, growind movement control, terminal facilities and data processing.
And our range of services extend from advance study of airport requirem through dos to totalion project managen Even personnes training! In short, PhilipsEven personner inalias all the resources to meet the technological needs of modem aviation... from the ground up


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## PERFEX passenger comfort products.

Pprekx disposable headrest covers,
clean and fresh with the appearance of conventional woven fabric. They
can be easily ovepronted with your
company logo or no smoking sign Company logo or no smoking sign,
and colour matched to cabin decor.
Other items in the rance passenger comfort products include
cushion covers and hand towels. Perben productsare rec Psepex productsare recognised world
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## Tight rein for RAF

The Hauker Siddeleu Ariation Hauk is nows entering squadron service with the RAF. A total of 176 of these ircraft have been ordered by the Minitrtre of Defence
for the RAF, which will use them as "all through " trainers from the basic flying stage through to adranced flying and weapons training. The aircraft is also
 picturc shouss the aircraft on dis play at RAF valley. in Anglesey.


## RB211. Theworld weightlifting champion.

$\qquad$


On November 1st 1976, Rolls-Royce RB 211 engines set a new world record. Powering their first British Airways Boeing 747, they enabled the aircraft to take off at a weight of 420 tons-beating all previous civil and military records by nearly $20,000 \mathrm{lbs}$. It's just one more in the long line of successes for the advanced three-shaft RB 211 a tried and tested turbofan with a future that's assured by the consistent achievements of its past.

The continually developing RB 211 has provided dependable power for the Lockheed TriStar series since 1972, and is ideally suited for all existing and proposed wide-bodied jets.

Like every Rolls-Royce engine, the RB 211 is backed by a unique tradition of proved technology and reliability, with a worldwide product support second to none.

That's why Rolls-Royce power

- drives Concorde at twice the speed of sound
- takes more than 10,000 of the world's civil and military aircraft into the air.
- has been chosen to propel over 40 per cent of all gas turbine warships in 22 of the world's navies.
- provides the power for the oil and gas industries of 14 major countries, from drilling in the North Sea to pumping across the Alaskan wastes
- generates over five billion watts of electricity worldwide. supplying anything from the small industrial installation to entire cities.

Unrivalled experience in gas turbine design and development has made Rolls-Royce one of the world's principal power suppliers. with the resources to meet the demands of both today's world and tomorrow's.

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World leaders in ROYCE gas turbine technology.


ROYCE

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## Comparisons

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# How obstetricians keep their customers 



## COMPANY NEWS + COMMENT

Parkland Textile soars to $£ 1.8 \mathrm{~m}$.

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## Dividend table Page 35 <br>  

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MBEX TO COMPAKY 日IGELIGHTS


Macanie

## (London)

## improving

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fshoot for Hogg Robinson




O. C. Summers second half recovery continues


## $£ 800 \mathrm{~m}$. long tap


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At the 7Bth Annual General Meeting held in Londoion 30 . M May, the Chairnan
Reap Geddes KBE suid.

## T

HE accoonits before you report on the thitusuccessive year $\therefore$ which there was a rise in the Company's profits. In a period which was unhelpfol for benefits of its product and geographical diversity 's underlying strength and the With three good years behind us - yeirs 的 which we hosbanded and carefulyy allocated our resources - we can now. seek faster growth. This is more than double the level of the previous three years. Even allowing for increased costs, they represent a sigificant increase. Just over a third of the total - some f84 million - will he spentin the United Kingdom for modernisation

An International Company at Work
This capital expenditure programme represents a phange of gear. Bint the刀practice?
The main cnterion has been, and will continue to. be, profitability. But the erm has wider implications. We, with our partners, Pirelli, :are essentially natural movement towards overseas markieting and matufacture with the The growing protectionism of the $1930^{\prime} \mathrm{s}$ ardea the tind instrialisation. of the forruet colonial teriitories in the two decades following the , whe provided new together mannufactare in 29 countities - in 30 when the new tenni ball factory in the Philippines comes into production - and we market onr products in some 150 teritories round the woric.
However, the European Economic Comunnunty remains both the head and heart of our operations - the managerial and technological base: Anddespite the products as diverse as tyres, cables, highly specialised industrial products in products as diverse as tyres, cables, highly speciailised industrial products in
which we command techmical superionity, fire fighting equipment ant sports goods. It would be prodenit to recognise that growth' in the mature econopies of years. Nevertheless, the E.E.C. Temains a diverse competitive and stimulating market of high purchasing power.
This consticutes both a challenge and an opportunity - to sustain a major presence in the heartland of Europe as a means of taking advantage of growh international competitors will not be slow to do so. Fortunately, we are now in a strong position to take new initiatives, and the growth prospects for pur present activities are encourraging.
In addition to the expansion of our operations in the U.S.A., Malaysia and transport, electrificatinn and communication networks will be rapid. Dunlop experience of tropical agriculture has led us into development work in tbe treatment of aggicuttural efluent wbich may well have wider applications. The actively pursied in moere sophisticated markets.
At the same time, we are diversifying our North American activities with a new factory to make imigation hose, in which we can justifiably claim to be world leaders, while our factories in the U.K. are being expanded to enable us to me the growing demand elsewhere in the world
establish a new division - Dunlop Irrigation Services. This is not just concerned with products but will provide consuttancy services and management of large scale irrigation projects primariby in the Third World. At presents, the division is
particularty active in the Middle East and has obtained its first contract for a particularly gective in the Middle East and has obtained its first contract for interest to the Company and a number of studies are under way for the provision of turnkey projects for tyres and selected consumer products.
So as new markets open up, the Company's response is changing and And so,


Hydrautichose in Indien.
(6) DUNEOP An international company at work
midependence by many developing coantries brought with it a surge of nationalism. In economic tetims, this was oftea reflected in a rejection of an open
 obstructing the aspirations of developing coumtries. But nnw they have resolved
to pout their governmer basic needs first and are leaning that exclusive-nationalism and $\therefore$ Look behind the beadimes and the rietoric of intermational conferences. The demand to regulate or dismantle the multionationals is being replaced by the questions - bow best can their contribntion be maximised? and within what kind
of framework? It is niot without of tiamework? It is not without significance that there are now some 150
biateral agreements forthe protection of forcigen investment sigeed by developing
countries.
The acceptance of the market ecnnomy -combining personal and corporate incentives with social responsibility - is far from complete but international companies are now more welcome as woikjing partners with host countries,
provided we sliow by our condact that wé recognise their problems and act constructively to find mutually acceptable sohitions.

Poiatical and social change goes on. We cannot wish it away even if that were desirable So the question for an international company to aswer is - how
can we best adapt our policies to meet the legitimate and durable goveriments without damaging our essent legtimate and durable aspirations of continuing challenge to mananagement.
envínonments. As a tesalt of inflationary pressures there a are the trading cimposed price controls in in virtually every country wbere we operate, with the exception of Germany and the U.S.A. Thesegare often seen as a direct quid pro quo for wage and salary restraint Many economists would argae that these price demainds, but Jead to distortions in the markee place, and adversely affect capital formation. Moreover, they bear most heaviithon the large and visibje firm; and there appears to be a real danger that they will become semi-permanent features of the
In this sitmation, to achieve and maintaki adequate profit margins means ver greace ange and new investment suffer. 5 , therefore does growth and the creation of new jobs; And that involves peoplet


Dunlopillo in Malaysia

## Participation

Dunlop now employs 103,000 people, of wboin 54,000 work odiside thè United ingdom. Our expansion overseas has been achieved by liarinessing the vitality, magioation and skiins of many nationalities and races. In building the business, But the word paiticipation" tas taken on a hishly political meaning Why is that so many progressive and moderate businessmien in this conntry. are so resolutely opposed to the proposals of the Bullock Report ?
There is no need to rehearse again the false and misieading comparisons. there is no doubt that some people looked to the Bullock: Enquiry to ind. Ye new way forward in industrial relations. We do not believe tbe report provided it On the contrary, by concentrating nn warker directors, it became fascinated by Eetip of the iceberg: and so failed to relate properly to the nine-tenths beneath.
Even the trade unions are divided - horizontally and vertically surprisingly, for there is a genuine ethical problem for trade union nominees in protecting and promoting the interest of their British constituenis, whilst palancing. that against the interests of the several stakebolders in the business in many counties. lo soamds well to say that rade union drectors would be mionist resolve the dilemma

- Nor is this a theoretical question. The sceptical responses from all Ievels within Donlop hiave miade it clear that they are well aware of this :iliemma an, are not interste.
traditinnal role.
But opposition to worker directors imposed by law sbould not be construed as bostility to more participative management. Peopie are genuinely interested in work. The need to induce a greater sense of understanding, responsibility and competitiveness remains. If that can be achieved by a greater degree nf partic pation, then we should be prepared to put it to the test.
f a Participation A Agreement which can be trilnred to sut c.B.I. approach individual enterprise at a particular stage in its developmeint; and with th emiphasis on building a participative struecture from the bottom. One nbstacle 10
beovercome is that fin recent years more and more matters have become subje





## Floor tiles in Kenya

to trade union negotiations. This has led to increasing fragmentation with each sectional interest negotiating separately. We are working bard to forge links between the separate consultative committees, first on a site by site basis, and own right the the product divisions which are sizenble businesses in their
This in itself is a major exercise and will involve a considerable consultative programme. How much further, and how fast, we can go will depend on the value of this experiment and the response in practice of those who work with us, manager to manage, and of the trade unions to discharge tbeir part of every agreement. If we can get this right, not just in the Company but in the country, then it could be a real step forward in the competition for secure productive jobs, rising social standards and quality of life. Surely this would appeal to the majority of people in this country?

## The Way Ahead

The performance of the fast three years, the range of skills, anid the international strength and vitality of the Coripany augur well for the future. So, with the Company on the move again, the Board telt that the ume was appropriate to ask shareholders for additional fands in the form of the rights issue.

Although our borrowing facilities were adequate for the foreseeable future, funds employed and to be in a position to put more permaneat capital into our subsidiaries. At the same time, we announced that unless there were any unforesenn At 53 ars be increased to 5.3 p per
As to the current year, 1 cannot usefully add to the statement in the recent prospectus for the rights issue that we would expect to be able to maintain good progress.

## The Board

One of the resolutions before the meeting is to elect Mr. J. R. Scott as a Director of Dunlop Holdings Titd. Mr. Scott, whn joined the Board of Duulop
Ltol. in 1975, has been with the Cón pany for some 20 years in a number of seiior posts at home and oveiseas; and is presently responsible for the Overseas Gromp. His election would strengthen the executive element of the Board. It may be of interest to sharetholders to kanw that the average age of the
executive directors of the Company कill then be 51 and of the Board as a whole 56. As. the improving results have shopm, the, management teama at headquarters and in the field is strong.
On a more prononal note, the bisiness will be iearly 90 years old next year.
Chave served it for about hail that time approptiate for me to tell you that it it my mi intention to retire from the Chairmanship at the conclusion of the Aninial Genersl Meeting in 1978. Tbe Board Proposes to invite Mr. Campbell Friser, the Managing Director to assume the


Tyres worldwide

Copies of the speech, the Annuul Repor and Accounts, and "Report to


## Improved letting market for Brixton Estates

Homfray turns in $£ 1.2 \mathrm{~m}$. after six months



## FRST QUARTER 1977 Net income up $16 \%$ to ${ }^{\text {s }} 103.1$ million; revenues, earnings per share also set records.



The Financial minnes Tuesday May 312977
Dunlop now aiming for faster growth


## than doubled

 to $10: 93 \mathrm{~m}$.
## 







## FT Share

 Information Service




## RECENTFINANCIAX HIGHLGHIS

-Earnings of $\$ 816$ milion, or S 49 per
Skare, in 1976 were the second highestever - Capitalande explorationsiending for the rest of the decade fo exceed $\$ 2,000$ million
a cear with ap to 75 per cent devoted to the worldwide searchiforenergy

- Long-term portion of the Companys debong-term portion of the companys only 14 per cent of total capitalization. - Cash and marketable securities trebled since 1971 to nearly $\$ 2,000$ million at year-
end, $\$ 2,400$ million at 31 st March, 1977 . - Three increases in dividends since1974, raising corrent annual dividend level to
$\$ 1-80$ per share yielding Gulf shareholders one of the higbest returns in the industry. - First quarter 1977 saw first profitable quarter for minerals ever, although undemand held totalearningsbelowyear-ago level.
PETROLEUM-
(
United States
Progresswasmadeduring 1976 inarresting the
decline in U. production turned upprard in the fourth quarter averaged threeper cent higher thanayearearlier. The Companylooks to the erapid developnient of existing leases, particularly in the Guif of Texas in Lovisiana and Rocky Mountain states,
 driling and seismic work on-shoreand oi-shore
in inh US. Tepresents more than nine per cent of
all industry exploratory effort.


## Qutandutial

 - Gridi Hostactiveareaoutside North America Company expect that their share of Noith Sied igact has substanntial natural gas discoveriesing thécanactian Ancticic nandaral active discoverijesin protampire in is overseas countries which vill Involve expenditures of approximately Slit
million this year The Company is ane of the
largestproducersin WestAfrica. largest producersin West Africa United States
Operations became a meaningful contributor to corporate proits in 1976. Operating philo-
sophy emphasize profits over volume, but Gulf maintained its share of the gasoline market at
approximately eight per cent during 1976 in the approximately eight per cent during 1976 in the

> Canadian Operations Colf Canada is Cana

Gralf Canada is Canadas second largest
petroleumcompanyandabout 68.5 percentofits petroleum company and about 68 -5 per centofits Internatioual
Eearrope remains Gulfs most inportant overseas marketing area wis more than 4,000 retal 20 percent of Gulf sEuropean product mix commared with 14 per cent for the industryasa whole. and Taiwan.
Gulfs chenical operations earned S14 corporate profits. Worldwide chernical total passed the one thousand million dollar mark for the first time. A new olefins plant in Texas came ethyleamin capacity to tust under three thousand ethylene capacity to just under three thousand
miliioripounds.Anewlargeplypropyleneplant
 Minerals
Ointisisisivinicinitical producerithe IS and wifitibe biginicican conal producerin the U.S.



## BIDS AND DEALS

BHF-BANK presents its 1976 results:

Results for the year ending 31.12 .76 exeeded the satisfactory profits of the previous
year. Capital and reserves $w e$ reincreasedto DM 296 million providing asolid basis forour year. Capitalatnd reserves were increased todm 296 million providing solid basis forour
policy of controlled expansion. One significant step int this direction is theopening of a full


## BHF-BANK

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Represenlative ofiiies: Hong Kong - Johannesbuig - New York - Sáo Paulo - Singapore
Teheran - Tokyo

低 MEMBER OFTHE INTER-ALPHA GROUP OF BANKS

## FINANC:AL MANAGEMENT FOR NON-FINANCIAL EXECUTIVES

11-22 JULY, 1977
A two-week course arranged by the Financial Times and
The City University, London

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## SHARE ISCCISSURES

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## Ashley Industrial sells Reliance stake




## homeor HOME OIL COMPANY LIMITED

Notice of Parial Redemption of Debentures
Tothe Holurson











 DAIED at the Caty of Culgary, Absorth Cemanta, theis 18th dxy of May, 1977.

## AL of these Sccuritios have bcon solld This annomecoment appears as a matter of record only.

## $\$ 100,000,000$

## Tenneco International N.V.

73/4 Guaranteed Debentures Due May 15, 1987

Payment of principal, premium, if any, andi, interest

## Tenneco Inc.

Morgan stanley nternvatioval
CREDIT SUISSE WTIITE WELD
COMMERZBANS
SWISS BANE CORPORATION (OTVERSEAS)
S.G. WAREURG\& CO.KTD


 THE BANEOFBERMUDA BANKZ̈UTZFILLER, KURZBUNGGNER (OVERSEAS) BANKOFHELSINKT
 THABANK OF TOETO (BOLLSND)N:F BANQUE FRANCAJSE DU COMMERCE ETTERIEUR. $\because \quad$ BANQUE FRANCAISE DE DEPOTS ET DE TITRES BANQUE GENERALE'DU LUXEMBOURG SA. . . BANQUEDELYNDOCHINE ETDE SUEZ BANQUE INTERNATIOVALE 4 LUXEUKBOURG SAL. BANQOE LOUIS-DREYFUS BANQUE NAYTONALE DE PARIS BANQUE DE NEUFLIZE,SCHLUOIBERGER, LIALLET $\qquad$ BANQUE POPUCUE DE PARIS ET DES PAYSGAS BANQUE DE PARIS ET DES PAIS-BAS (SUISSE)SA. BANQUE POLARE SUISSE S.A.LIXEMBOIRG
 bATERISCHE VERELNSBAVK.


 CAISSE DES DEPOTS ET CONSIĠNATIONS JAMESCAPEL\&CO.... CAZENOTE\&CO.














 HERRILL LYACE INTERNATIONALI\& CO. B. METZLER SEEL. SOBN゙ \& CO. HITSUBISEI BANE, FLNCK \& CO. SAMUEL HONTAGU \& CO. HORGAN GRENFELL \& CO. NEDERLANDSCEE MIDDENSTANDSBANK A.V.





 SNGER \& FRIEDLANDER SEANDINAVISKA ENSEILDA BANEEN SLAVENBURGOYBNS \& \&AN BEGEEN N.I:
 SHITE DARNET BARRIS UPBASH \& CO.

SQCIETE BANCAKRE BARCLAYS SCISSEJ S.A.
NQUEIETE GENERALE DE BANQUB SA. SOCIETE PRNVEE DE GESTION FINANCIERE SOCIETE SEQDANAISEDE BANQUE STRAUSS, TURNBULL\&CO. SUIITOMO FINANCE LNTERNATIONAL SUN HUNG KAIINTERNATIONAL STENSEA EANDELSBANLEEN TRADE DEVELOPMENT BANK OVERSEASINC. UNION BANEOF FINLAND UNION BANF OF NORTAT UNION BANE OF SWITZZBRLAND (SECURITIES) UNTTED OVERSEAS BANKKSA. GENEVA
 WESTDETTSGEELANDESBANK FHITE, WELD\& $C 0$. WOBACO $\begin{gathered}\text { GIOEESTMERNTS }\end{gathered}$ WOOD GUNDY

SASAICHI INTEANATIONAL (EUROPE)

## INTERNATIONAL ETNANCIAL AND COMPANY NEWS

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## - <br> Back in the black

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## NOTICE OF REDEMPTION

oo the Holders of

## APCO INTERNATIONAL N.V.

\% Convertible Subordinated Bonds Due 1989

##     TERYS OF REDEMPTON:





 TERMS OF CONTERSION:





















S.E. Warburg \& Co. Limited

Banque Internotionolè è luxembourg, S.A. Bucrulours

## Marine Midand Bank

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## APCO INTERNATIONAL N.V.

Mas 31. 197T
by cimo mizanational k.v.

## Perstorp

 sees Kr55m this year

## BMW POLICY <br> Profits take precedence



## maxs sim sumol amana <br> A one-year deadline




HAVANA INTERNATIONAE BANK LMMTED LONDON


HAVANA INTERNATIONAL BAN LMITED, YONDON
Previous Capital

New Capital:


## e. coldáanies

Hir Ataka makes pre-merger ${ }^{10} \mathrm{Ha}_{6}$ Y130bn. loss for 1976-77


## APITAL MARKETS

## A wider crack in the door

by yefrey mrown













## AUSTRALIAN COMPANIES

## Asbestos cement

 merger planned
## SY MMES FORTH:

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Extracts from the
1976 Statement to Shareholders by MrD.K.Newbigging;Chairman, The Hongkong Land CompanyLtd

## Excellent future <br> prospects."



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## Group Resulit


 An intrimalvidend of 1,3



##  minctis somp foully ter, <br>  Phase Two (Giarestar Town) fir conirel Oistritc.       course, creste: tink <br> In Soptember, wepurchsess the P \& O Buidifing in Hong   <br> Yoxk will conmmance in April 1977 on tivecorstruction of  


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Construction of the iolm vexure developnent of as
residental sheme of 37 luxury units op a prime ite in
 Peppory Troding









## Hotels

The rading income from the Group's Hong Kong hotel
 continued to operatest a high nrete of ococpuracy. The





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.K. Neodimolong Charman
Hong Kong 30 March 1977
The Hoindoing Land Coinpant Lut


Hong kong, may so.



Acquisitions


## ea market ettling

 town again
## U.S. may use surplus tin for buffer stock fund

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## Further decline

 in coffee

## Sugar prices.

 down again on pact collapse

## anne yesterday. to nt The failure




## Anti-cartel farmers win legal backing


#### Abstract




## Producers seek big rubber stockpile

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## COMMODITY MARKET REPORTS AND PRICES


C.L.A. MANAGEMENT APPOINTMENTS
 FLOOR TRADER £5-7,000 negotiable
 ACCOUNTS EXECUTIVE $£ 8-10,000$
 RANEE TRADER

P. Hollie Cl A MA NAGEMENT APPOINTMENTS







## Canadian markets <br>      

## Aldan plans new Quebec smelter

$\qquad$




 anpasona

## Ghana plans coconut boost <br>  <br>  <br> 

## STOEK EXCHANGE REPORT

# Buyers reluctant and index recedes 5.3 more to 447.5 Gilts fall to $\mathfrak{£ 1} 1^{\frac{1}{2}}$-Gold Mines index jumps 8.4 to 118.9 

## What'sin a name?

A name that's recognised can inspire awe, envy or, in this case, confidence.

It's a name with a reputation for accepting only the best, and maintaining the highest standards. An assurance for the wine-buyer that his choice has been expertly selected and carefully shipped.

A very good wine reasonably priced. Distinguishing it from the ranks of all the rest. In other words, a name such as ours can sometimes be all the guarantee you need. Because when it says Bouchard Aîné on the label, it says a lot for the wine.

## read the small print first

Bouchard Aîné
Burgundy specialists and shippers of fine wine
13 ECGI.ESTON STRET, LONDON SWI
*Aine denoting the eldest son of the family
$\left|\frac{\text { RECENT ISSUES }}{\text { EQUITIES }}\right|$

